

Panaji, 7th May, 2015 (Vaisakha 17, 1937)

SERIES II No. 6

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

*Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 5 dated 30-04-2015 namely, Extraordinary dated 05-05-2015, from pages 145 to 146 regarding Notification from Department of Mines.*

### GOVERNMENT OF GOA

#### Department of Agriculture

Directorate of Agriculture

#### Order

No. 3/4/PP/SHC/NMSA/2015-16/D.Agri/12

Government of Goa is pleased to constitute the State Level Executive Committee (SLEC) for implementation of Central Sector Scheme Soil Health Card (SHC) Scheme under National Mission for sustainable Agriculture (NMSA) in the State of Goa with immediate effect. SLEC will comprise of the following:

Secretary (Agriculture), Government of Goa	—	Chairman.
Director of Agriculture, Government of Goa	—	Member Secretary.
Dy. Director of Agriculture, I/C Soil Health Schemes, Government of Goa	—	Member.
Director, Indian Council for Agricultural Research for Goa or his representative	—	Expert Member.

The committee shall approve the Annual Action Plan prepared by the State Nodal Department, i.e. Agriculture Department and will oversee the implementation of scheme components through regular meetings.

State Level Executive Committee will have the following functions:

- i) Prepare annual State Level Action Plan by compiling District-wise Action Plan and

submit to the SLEC for approval and there after forward the same to EC.

- ii) Receive funds from DAC for implementing/outsourcing organizations and oversee, monitor & review implementations of the programmes.
- iii) Organise workshops, seminars and training programmes for all interest groups/associations at State Level.
- iv) Operationalise Information Communication Technology (ICT) enable management system up to grass-root level.
- v) Conduct independent evolution to assess the performance of the scheme in their State.
- vi) Monitor 1% of total allocation to the State may be earmarked for administrative and other contingent expenses. Expenditure in excess of 1% limit will be met by the States from their own resources.

*Orlando Rodrigues*, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 7th April, 2015.

#### Order

No. 3/4/PP/SHC/NMSA/2015-16/D.Agri/13

Government of Goa is pleased to constitute two District Level Executive Committees (DLEC) for North Goa and South Goa District for implementation of Central Sector Scheme Soil Health Card (SHC) Scheme under National Mission for Sustainable Agriculture (NMSA) in the State of Goa with immediate effect. DLEC will comprise of the following:

District Collector (North Goa/ South Goa)	—	Chairman.
District Agriculture Officer (North/South)	—	Member Secretary.

Dy. Director of Agriculture I/C — Member.  
Soil Health Schemes

Programme Co-ordinator, Krishi — Member.  
Vighyan Kendra North/South

District Level Executive Committee will be responsible for carrying forward the objectives of the scheme for project formulation, implementation and monitoring, Office of the Dy. Director of Agriculture (at district level)/District Agriculture Officer North/South Goa shall be the district nodal agency for DLEC.

District Level Executive Committee shall have the following functions:-

1. Preparing roster of villages for sampling of soils & determine the number of sample to be drawn and analyzed in the year.
2. Carrying a detailed analysis and interpretation of nutrient status of soils.
3. Preparation of soil health cards and distribution.
4. Identification of major crops to develop nutrient management practices.
5. Delineate nutrient deficiencies and soil ameliorants required.
6. Build capacities of stakeholders.
7. Conduct village level meeting to disseminate site specific recommendations.
8. Identify farmers for demonstrations and identify best nutrient management practices for selected local crops.
9. Introduce high value crops in improved soils.

*Orlando Rodrigues*, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 7th April, 2015.

### Department of Co-operation

Office of the Registrar of Co-operative Societies

#### Order

No. 3-1-81/EST/RCS/(part-II)/87

The Government is pleased to transfer the following Group 'B', Gazetted Officers of the Registrar of Co-op. Societies, Department of Co-op., Panaji as at column No. 2 below and post them in the offices mentioned in col. No. 3 against

their names with immediate effect in the public interest:

Sr. No.	Name of the officers, designation & present place of posting	Department to which transferred
1	2	3
1.	Shri Avadhut S. Mahatme, Assistant Registrar of Co-op. Societies, Election Cell, North Goa District with additional charge of CEO, The Goa State Co-operative Union Ltd., Panaji	O/o Assistant Registrar of Co-op. (ABN/Execution Cell), North Goa District, Panaji.
2.	Shri Avit S. Naik, Assistant Registrar of Co-op. Societies (ABN/Execution Cell), North Goa District	Assistant Registrar of Co-op. Societies, Election Cell, North Goa District with additional charge of CEO, The Goa Sate Co-operative Union Ltd., Panaji.

The officer at Sr. No. 1 shall move first.

By order and in the name of the Governor of Goa.

*Narayan Sawant*, Registrar & ex officio Joint Secretary (Co-op. Societies).

Panaji, 9th April, 2015.

### Department of Education, Art & Culture

Directorate of Higher Education

#### Order

No. 23/1/2001-DHE/Vol. I/980

Government is pleased to order transfer and postings of the below named Professors of Government Colleges w.e.f. 15-06-2015 in the public interest as follows:

Sr. No.	Name of the Professor	Present posting	Posted on transfer
1	2	3	4
1.	Dr. Elizabeth Joey Henriques, Associate Professor in Economics	Government College, Quepem	Government College, Margao against Ms. K. Sangeeta Assistant Professor in Economics.

1	2	3	4
2.	Ms. K. Sangeeta, Assistant Professor in Economics	Government College, Margao	Government College, Quepem against Dr. Eliza- beth Joey Henriques, Associate Professor in Economics.

By order and in the name of the Governor  
of Goa.

*Amul S. Gaonkar*, Under Secretary (HE).

Porvorim, 26th March, 2015.

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Directorate of Technical Education

College Section

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**Order**

No. 16/329/SDM/PF/DTE/2014/3681

Read: Memorandum No. 16/139/Fill-Posts/GEC/  
/DTE/PEIV/850 dated 30-06-2014.

On the recommendations of the Goa Public Service Commission conveyed vide their letter No. COM/I/5/18(6)/2013/566 dated 20-05-2014, Government is pleased to appoint Shri Shridhar Datta Mhalsekar on temporary basis to the post of Associate Professor in Mechanical Engineering (Group 'A', Gazetted) at Goa College of Engineering, Farmagudi, Ponda-Goa, with initial pay fixed at Rs. 46,400/- in the Pay Band of Rs. 37,400-67,000+ Academic Grade Pay of Rs. 9,000/- w.e.f. the date of joining as per the terms & conditions contained in the Memorandum cited above.

The appointment is against the post of Associate Professor in Mechanical Engineering created vide order No. 16/250/Creation & Revival of posts of GEC/DTE/10/2403 dated 12-07-2010 subsequently revived vide order No. 16/250/Creation & Revival of posts of GEC/DTE/10/756 dated 18-06-2013 (Non Plan-first post at Sr. No. 16).

Shri Shridhar Datta Mhalsekar, will be on probation for a period of two years.

He shall join duties immediately after acceptance of his Technical Resignation by Competent Authority and being relieved of his present post.

He has been declared fit by Medical Board, Goa Medical College & Hospital, Bambolim vide letter No. 4/105/85/H/GMC/2014/290 dated 10-07-2014. His character and antecedents have been verified and nothing adverse is reported against him as conveyed by the Additional District Magistrate, South Goa, Margao vide letter No. 2014/15836/2/ /MAG/161/6473 dated 07-8-2014.

The protection of last basic pay drawn i.e. 46,400 is subject to the condition that Shri Mhalsekar tenders his technical resignation from the post held as Lecturer (Selection Grade) in Mechanical Engineering, Institute of Ship Building Technology, Vasco a Government Aided Polytechnic under administration of Directorate of Technical Education, Porvorim, Goa.

This issues with the approval of Goa Public Service Commission conveyed vide their letter No. COM/1/5/18(6)/2013/2036 dated 04-12-2014 and concurrence of Finance (Rev. & Cont.) Department vide U.O. No. 1400003573 dated 24-02-2015 and in supersession of Order No. 16/ /329/SDM/PF/DTE/2014/2012 dated 22-09-2014.

By order and in the name of the Governor  
of Goa.

*Vivek B. Kamat*, Director & ex officio Addl. Secretary (Technical Education).

Porvorim, 27th February, 2015.

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**Department of Finance**

(Revenue & Control Division)

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**Order**

No. 3/1/2009-Fin(R&C)/270

In exercise of the powers conferred by sub-section (3) of Section 5 of the Goa Entertainment Tax Act, 1964 (Act 2 of 1964), the Government of Goa is pleased to exempt the Panaji City Round Table No. 128 from payment of Entertainment Tax, in respect of sale of tickets for admission for screening of movie "GABBAR" in Inox Leisure-Screen I on 1st May, 2015.

By order and in the name of the Governor  
of Goa.

*Sushama D. Kamat*, Under Secretary, Finance (R&C).

Porvorim, 5th May, 2015.

## Department of Information Technology

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Notification

No. 1(126)/DOIT/GITDC/2006-07/Part VII/09

In pursuance of Clause 12 of Goa Information Technology Development Act, 2007, Government of Goa is pleased to appoint the Managing Director, Info Tech Corporation of Goa Limited, Porvorim as Managing Director of Goa Information Technology Development Corporation (GITDC) and Deputy Director (Accounts), Department of Information Technology, Porvorim as Chief Accounts Officer of Goa Information Technology Development Corporation (GITDC), with immediate effect, in addition to their own duties, until further orders.

By order and in the name of the Governor of Goa.

Smt. *Shilpa Shinde*, IAS Director & ex officio Joint Secretary (IT).

Porvorim, 2nd April, 2015.

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Department of Labour—  
Order

No. 28/6/2015-Lab/398

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Nestle India Limited, Plot No. 294-297, Usgao Industrial Estate, Tisk Usgao, Goa, and its workperson, Ms. Nelsa Dias, HR Assistant, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under Section 7(1) of the said Act.

## SCHEDULE

- "(1) Whether the action of the management of M/s. Nestle India Limited, Plot No. 294-297, Usgao Industrial Estate, Tisk, Usgao, Goa, in

dismissing from service its workperson Ms. Nelsa Dias, HR Assistant, with effect from 27-11-2013, is legal and justified?

- (2) If not, what relief the workperson is entitled to?"

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 31st March, 2015.

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Order

No. 28/49/2013-Lab/425

In exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), read with Section 21 of the General Clauses Act, 1897 (Central Act 10 of 1897), the Government of Goa hereby amends the Government Order No. IRM/CON/SG/(45)/96/12045 dated 12-11-1996, published in the Official Gazette, Series II No. 28 dated 09-10-1997 (hereinafter referred to as the "said Order"), as follows, namely:-

In the Schedule to the said Order, for the expression "in dismissing Shri Prabhakar B. Satardekar, Driver, from the services with effect from 5-01-1996", the expression "in reverting Shri Prabhakar B. Satardekar, Driver, to the post of Helper with effect from 02-04-1996" shall be substituted.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 8th April, 2015.

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Notification

No. 28/1/2015-Lab/Part-I/380

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 05-01-2015 in reference No. IT/11/11 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th March, 2015.



IN THE INDUSTRIAL TRIBUNAL  
AND LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

(Before Ms. Bimba K. Thaly, Presiding  
Officer)

Ref. No. IT/11/11

Workmen  
Rep. by the President,  
Kamgarancho Ekvott,  
Gurudutt Building, 3rd Floor,  
Dr. Dada Vaidhya Road,  
Panaji, Goa

..... Workman/Party I

V/s

M/s. Hindustan Unilever Ltd.,  
Kundaim Industrial Estate,  
Kundaim, Goa

..... Employer/Party II

Workman/Party I represented by Shri Subhash Naik.

Employer/Party II represented by Adv. Shri P. C. Chawdikar.

**AWARD**

(Passed on 5th day of January, 2015)

In exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (14 of 1947) (for short the Act) the Government of Goa by order dated 16-6-11 bearing number 28/29/2010-LAB-220 has referred the following dispute for adjudication by this Tribunal.

“(I) Whether the action of the management of M/s. Hindustan Unilever Limited, Kundaim, in not conceding to the following Charter of demands raised by the Kamgarancho Ekvott vide letter dated 7-9-2009, on the management of M/s. Hindustan Unilever Limited, Kundaim, Goa, is legal and justified?”

**CHARTER OF DEMANDS**

**Demand No. 1: Revision in basic pay scale**

It is demanded that with effect from 01-06-2008, the new Basic Pay Scale should be as follows:-

Grade	Rate (Monthly)
Grade “A”	6000-325-till retirement.
Grade “B”	5000-300-till retirement.

It is further demanded that all workmen who have joined the company before the year 2005 should be placed in Grade “A” and should be fitted

in Grade “A” as per their seniority in service/point to point fitment.

**Demand No. 2: Flat Rise In Basic Pay**

It is demanded that each employee shall be given flat rise of Rs. 2000/- per month in his basic pay. Besides, the existing FDA shall be merged in the new basic pay and after adding the flat rise of Rs. 2,000/- per month, the employee shall be fitted in the next higher pay scale.

**Demand No. 3: Revision in Fixed Dearness Allowance**

It is demanded that each employee be paid an additional fixed Dearness allowance of Rs. 1,000/- per month.

**Demand No. 4: Revision in Variable Dearness Allowance**

It is demanded that the dearness allowance shall be as follows:-

The A.I.C.P 1960 = 100 as per the last settlement and shall be the basis for calculation of dearness allowance.

The existing variable dearness allowance scheme will continue upto the AICPI 3357.

For point rise in index above AICPI 3357, the variable dearness allowance should be paid at the following rates:-

Basic Salary	DA in rupees applicable per point increases above CPI 3357 (1960-100)
Below 7,000	Rs. 2.10/- per point
7,001 – 8,000	Rs. 2.40/- per point
8,001- 9,000	Rs. 2.70/- per point
9,001 – 10,000	Rs. 3.00/- per point
10,001 – 11,000	Rs. 3.30/- per point
11,001 and above	Rs. 3.60/- per point

**Demand No. 5: House Rent Allowance**

It is demanded that the employees shall be paid house rent allowance at the rate of 50% of the new basic pay every month besides the existing House Rent Allowance.

**Demand No. 6: Conveyance Allowance**

It is demanded that the employees shall be paid conveyance allowance at the rate of 40% of the new basic pay every month besides the existing conveyance allowance.

**Demand No. 7: Education Allowance**

It is demanded that the employees shall be paid additional education allowance of Rs. 500/- per month over the existing Educational Allowance.

**Demand No. 8: Medical Allowance**

It is demanded that the medical allowance shall be paid to employees at the rate of Rs. 800/- per month to all the employees who are not covered under the Employees State Insurance Scheme and at the rate of Rs. 300/- per month to those employees who are covered under the Employees State Insurance Scheme.

**Demand No. 9: Leave Travel Allowance**

It is demanded that employees shall be paid Leave Travel Allowance at the rate of Rs. 6,100/- per annum to Grade "A" employees and at the rate of Rs. 5,500/- per annum to Grade "B" employees.

**Demand No. 10: Washing Allowance**

It is demanded that employees shall be paid Washing allowance of Rs. 300/- per month.

**Demand No. 11: Bonus-cum-Ex Gratia**

It is demanded that the employees shall be paid bonus-cum-ex gratia at the rate of 20% of the gross wages every year.

**Demand No. 12: Attendance Allowance**

It is demanded that employees shall be paid attendance allowance at the rate of Rs. 20/- per day.

**Demand No. 13: Automatic Promotion**

It is demanded that all employees shall be granted automatic promotion after 3 years of completed service.

**Demand No. 14: Shift Allowance**

It is demanded that the company should pay shift allowance at the following rates:

"A" Shift	Rs. 20/- per day	8 a.m. to 4 p.m.
"B" Shift	Rs. 30/- per day	4 p.m. to 12 p.m.
"C" Shift	Rs. 40/- per day	12 p.m. to 8 p.m.
General	Rs. 20/- per day	General

**Demand No. 15: Death Relief Scheme**

It is demanded that in case of unfortunate death of an employee while in the service of the company, the company should pay Rs. 4 lakhs to the legal heirs of the deceased workman. The company should also provide employment on compassionate grounds to the kith and kin of the deceased.

**Demand No. 16: Accident Benefit**

It is demanded that whenever any employee meets with an accident while on duty and while an employee comes to work from his home and returns home after work, he shall be treated as on duty and all his medical expenses shall be paid by the

company. In case an employee gets ESIC benefits, whatever shortfall is there in the amount paid by E.S.I. the said shortfall be paid by the company.

**Demand No. 17: Designations**

It is demanded that all employees shall be given suitable designations according to the duties performed by them.

**Demand No. 18: Boiler Operators**

It is demanded that Boiler operators be given promotions as first class boiler attendants with a rise in salary of Rs. 3,000/- per month. They shall be paid thermic fluid heater and operation allowance of Rs. 4,000/- per month. In HP Boiler House one first class attendant with an assistant second class boiler attendant shall be provided. In MP Boiler house, one first class attendant with an assistant second class boiler attendant should be provided. Weekly off reliever and leave reliever shall be provided. They also shall be given suitable designation.

**Demand No. 19: Essential Service Allowance**

It is demanded that essential service allowance of Rs. 400/- per day shall be paid to all those who are required to work in essential service departments.

**Demand No. 20: Shift Change Allowance**

It is demanded that whenever there is change in shift, the workman shall be paid shift change allowance of Rs. 300/- per day in case of shift change from third to second shift and an amount of Rs. 250/- in case of change of shift from second to first shift. In case of changes in shift after overtime then also the shift change allowance shall be paid.

**Demand No. 21: Canteen Subsidy**

It is demanded that the amount of canteen subsidy shall be increased to Rs. 28/- per day to all workmen.

**Demand No. 22: Discount in Purchase of Company Products**

It is demanded that employees be given a discount of Rs. 50% on the purchase of company products with a limit of purchase of upto Rs. 1,000/- per month.

**Demand No. 23: Overtime**

It is demanded that in case an employee is asked to come for work on weekly off days or on holidays, he should be paid double overtime besides giving a compensatory off. Weekly off day should be on Sunday.

**Demand No. 24: Uniforms**

It is demanded that employees be provided four sets of tericott full uniforms, sweaters, safety shoes, cotton socks, helmet and one raincoat every year in the month of January.

**Demand No. 2: Incentive Quality Safety Schemes**

It is demanded that for percentage achievement of the factory CUI, the company should pay additional 1% (new Basic+D.A.) as incentives.

**Demand No. 26: Seniority Increment**

It is demanded that employees be given seniority increments at the rate of five increments after completion of every five years since the starting of this factory.

**Demand No. 27: Family-Get-Together**

It is demanded that every year there should be a family-get-together in the factory.

**Demand No. 28: Festival Advance**

It is demanded that festival advance of Rs. 4,000/- per annum shall be given to each workperson.

**Demand No. 29: Gratuity**

It is demanded that all employees be paid gratuity on retirement/resignation at the rate of one month's gross salary, without any ceiling.

**Demand No. 30: Medical Insurance**

It is demanded that all employees and their family members shall be insured under medical insurance scheme for an amount of Rupees two lakhs.

**Demand No. 31: House Loan**

It is demanded that employees shall be given housing loan of Rupees three lakhs without interest for purchase of a house/plot or for repair of house.

**Demand No. 32: Leave****(A) Annual Leave:**

The company should grant Annual leave to all the employees at the rate of one day leave for every 12 days worked (including leave) for the employee who has put in 240 days service in a year. For days worked beyond 240 days, leave at the rate of one day for every 8 days worked be granted. Accumulation of annual leave should be allowed upto 120 days. The workman should be allowed to encash this leave.

**(B) Casual Leave:**

The company should grant 12 days casual leave every year to all the employees.

**(C) Sick Leave:**

The company should grant Sick Leave every year to all employees at the rate of 12 days sick leave for those who are not covered under the Employees State Insurance Scheme and 6 days sick leave for those who avail benefits of employees State Insurance Scheme. Accumulation of Sick leave should be allowed upto 26 days.

(D) it is further demanded that all workmen should be granted the above said leave i.e. annual leave, casual leave and sick leave irrespective of the number of days worked in a particular year.

**(E) Paid Holidays:**

The company should grant 12 paid holidays (excluding weekly off) every year to all the employees. These paid holidays should be decided in consultation with the Union. The employee should also be granted restricted holidays for two days in a year.

**Demand No. 33: Period of Settlement**

It is demanded that the period of settlement should be for three years with effect from 01-4-2009.

**Demand No. 34: Retrospective Effect and Interest**

(1) All demands except demand No (1), should be effective from 01-04-2009 onwards.

(2) Interest shall be paid at the rate of 15% per annum on all arrears and other payment paid after 01-04-2009.

**Demand No. 35: General**

The union reserves its right to amend and/or alter and/or modify the above demands, if found necessary. All existing terms and conditions of service and existing practices shall continue to be in operation unless specifically altered by subsequent settlements.

(II) If the answer to issue No. 1 above is in the negative, then what relief the workmen are entitled to?"

3. In the statement of claim it is in short the contention of Party I that Party II company manufactures and sells soaps and detergents, personal products, beverages, foods etc. and the same is located in Goa at plot No. 128-139 and 324-326 at Kundaim Industrial Estate, Kundaim, Goa. It is stated that Party I i.e. Kamgarancha Ekvott is a registered Trade Union Act and is the majority union in the factory of Party II company at Goa. It is stated that the last settlement dated 29-4-05

came to an end on 31-3-09; the settlement was terminated and fresh charter of demands on wage issues were raised on 4-8-08 and amended on 7-9-09. Since no settlement was arrived at the conciliation machinery was invoked however the same ended in failure which report was submitted u/s 12 (3) of the Act but as despite it is appropriate Government did not refer the dispute for adjudication, Party I filed a writ petition and finally the Government referred the dispute vide letter dated 16-6-2011.

4. It is stated that the workman covered by the present demands comprise of workmen in the Grade 'A' And Grade 'B'. It is stated that M/s. Hindustan Unilever Co. has its head office and Research Centre in Mumbai and that the service conditions of the head office workmen, the Research Centre workers have been uniform and that the company also has factories in other parts of India. It is stated that the products manufactured by the company are fast moving consumer products and has a virtual monopoly in all the segments that it operates in. That HUL has very littler debts and interest burden is very low, it is financially sound and will continue to make huge profits as no other company enjoys credit worthiness like HUL. That it is a number I company in India. It is stated that the profits of HUL increased from year of the last settlement and there has been tremendous growth in profits and prosperity of the company since last ten years. Thus, HUL is a unique and highly profitable multinational.

5. It is also the case of Party I that there is an increase in the cost of living index, the workmen are justified in demanding an increase in their basic wages as well as dearness allowance and even the other allowances. It is stated that along with the rise in profits there is a steep rise in the salaries of the managerial staff as compared to the employees in Goa factory. It is stated that there is disparity in the wages drawn by the daily rated workmen, Grade 'B' as compared to the salaries drawn by the Chairman, Directors, etc., and that the workers wages are nowhere near the living wage. It is further the case of Party I that the workers demands are based on comparison with the Nestle, Hindustan Petroleum, Cadila Health Centre, Colgate, P & G and Workmen covered by Sixth Pay Commissioner etc. for comparability of wages. It is stated that the company's like Nestle, Colgate and P & G are FMCG Companies and hence are comparable; Hindustan Petroleum as petroleum Company, Cadila health Care a pharmaceutical Company and the workmen covered by the sixth Pay Commission are from the same region and are

comparable with HUL. These companies are much smaller in size in terms of profit etc and are not comparable as such but they pay such higher wages than the employer company to the corresponding category of the workman covered under the present reference. Therefore, there is adequate scope to raise the wages of the workers and lend a helping hand to move towards a living wage. It is stated that here has been rise in the wage structure of comparable companies in the region and that after the implementation of Sixth Pay Commission the wages of the workmen covered by the commission have also been increased. According to Party I the wage structure of the workmen comprises of Basic Wage, Dearness allowance, Other allowance, Incentive/ /Productivity Payments and Retrial Benefits. Thus, the union has raised the various demands as mentioned supra numbering 35 which include revision in Basic Pay Scale, Flat raise in Basic Pay, revision in FDA, revision in VDA, House Rent Allowance, Conveyance Allowance, Education Allowance, Medical Allowance, Leave Travel Allowance, Washing Allowance, Bonus-cum-Ex gratia, Attendance Allowance, Automatic Promotion, Shift allowance, Death Relief Scheme, Accident Benefit, Designations, Boiler Operators, Essential Service Allowance, Discount in purchase of company Product, Overtime, Uniforms, Incentive, Quality, Safety Schemes, Seniority Increment, Family-Get-Together, Festival Advance, Gratuity, Medical Insurance, Housing Loan, Annual Leave, Casual Leave, Sick Leave, Paid Holidays, Period of settlement to be of three years from 1-4-09, Demand wherever not specified to be effective from 1-4-09 onwards and payment of interest @ 15% p.a. on all the arrears and other payments paid later than 1-4-09 and the general demands.

6. In their written stated at Exb. 12 Party II has stated that the reference is bad in law and not maintainable. It is also their case that Party II company has manufacturing units spread across the country and the Goa factory is a very small contributor to the turnover of the company having a paltry contribution of less than 1.5% of the total turnover. That it is incorrect to make any comparison with the entire company as ever factory in HUL Ltd. is a separate entity. That the absenteeism in the factory is very high and increasing causing a lot of loss to the company in meeting its production plans. It is the contention of Party II that the demands of the workmen has to be realistic in nature and based on the settled principles of industry-cum-region and it cannot



be based on some contingency. That the nature of work carried out at Research Centre Mumbai and the work at the Head Office is different from the nature of work carried out at Goa factory and therefore Research Central and head office cannot be compared with Goa office. It is stated that the financial position and the paying capacity of the company cannot be only consideration to decide the issue of wage revision. Since Party II has to undergo several economic stress such as advertising, marketing, sales, raw material purchase keeping in mind the stiff competition in the market. Party II has denied the figures given by Party I to indicate the financial position of Party II company. It is stated that with constant change in consumer life style and preferences and demands, the continuity of products/business is always at risk. It is stated that market share is an indicator of the competitiveness of HUL viz-a-viz the other players in the market and therefore the market share of the products manufactured in Goa factory only should be looked at, instead of checking the market share of HUL as whole and that the contribution of Goa factory to achieve this market share need to be factored before evaluating the paying capacity of the employer. It is stated that the profit and loss statement and the reflective numbers are for the investors and cannot alone be the basis for ascertaining the paying capacity of the Party II. It is stated that rise in cost of living index is taken care of by the VDA component in the long term settlement signed in February 2001 and April 2005 and that VDA is paid specifically to neutralize inflation and prices. It is stated that the present wage structure takes care of the rise in CPI index and production in Goa unit is going down therefore there is no need for revision in the existing wage structure and that Party I union is deliberately ignoring the factual position that VDA component is increased by 122% as against increase of 64% in CPI. It is stated that the salary of CEO cannot be compared with the workers in one factory as the CEO is responsible for more than 30 such factories all over India including all other departments, branch officers, research and development centers, depots, with its head office only in India and in addition he is also the CEO for the operations in Nepal, Bangladesh, Pakistan and Sri Lanka so also that the skill set, functions discharged by CEO and other Managers are totally different from the workers of Goa unit and therefore irrelevant for the purpose of wage revision claimed filed by the union. It is stated that the underlying concept of fifth pay commission with respect to the pre-tax maximum/minimum disparity ratio is

not applicable to private sector and is irrelevant for the purposes of wage adjudication of workers of Goa unit. It is stated that the workers earn well above the minimum wages fixed by boards. Party II has stated that the workmen in Goa and Khamgaon do not have same set of experience as alleged. It is stated that based on region, nature of product, profit margin and countervailing obligations cast on the workers of Nestle, Hindustan Petroleum, Cadila, Colgate, the said companies are not comparable with the establishment at Goa and that Party II company is a soap manufacturing company and is engaged in a completely different business than the other companies and that the demand for their products, the volume growth of their business, the profitability of their business, their technology and automation in the manufacturing processes and resultant man power requirement, the capability and skill requirement of workmen, educational qualification of workmen of those companies are radically different from Party II company and therefore these companies cannot be compared with Party II company. It is stated that the promotions cannot be linked to years of service but it depends upon skills of employee, attendance record, attitude towards work, involvement in activities etc., that the promotions are independent settlements and cannot be linked to settlements but to superior quality of work. That Party II company being a soap manufacturing unit in Goa is engaged in a completely differently business in Goa than the other companies with whom the applicant union has sought comparison in terms of the gross wages. It is stated that approximately 80% of the workmen have their own houses in Goa and therefore the HRA of Rs. 825/- per month being paid at present is still justified. It is stated that the existing local allowance is adequate and does not call for revision. It is stated that the employees from the Goa undertaking have been provided transportation till interiors which is not provided by any other companies by the union. It is stated that the existing education allowance is adequate and does not call for any revision. As regards medical allowance. It is stated that all the employees of Party I union fall within the limits of ESI and therefore the existing medical allowance received along with medical facilities is adequate to meet the medical expenses of an employee. That apart, with respect to the employees falling out of ESI, Goa factory has got a medical insurance plan of Rs. 40,000/- covering each employee and their family and in addition a sum of Rs. 200/- is given to meet the medical expenses to such

employee. As regards LTA to Grade 'A' it is paid at Rs. 4101 p.a. and to Grade 'B' at Rs. 3540 p.a. which is adequate to meet the expenses. As regards washing allowance company provides five sets of uniform to the employees over a period of two years and it being of good quality lasts for more than two years. It is stated that the existing bonus and attendance allowance are adequate and do not call for any revision. As regards automatic promotions, it is stated that the same are granted on the basis of parameters like knowledge in current job, number of skill, attendance, participation in activities, attitude towards work etc. and it is an established practice to promote high performance and the same is followed here. The shift allowance was revised in the year 2005 and it does not require to be revised regularly. The debt relief scheme was revised from Rs.1,00,000/- to Rs. 2,00,000/- and is justified in the current scenario. As regards the revision of accident benefit the company has already taken adequate and multiple measures for the well being of its employees and no further measures are required nor it is justified. As regards demand for designations all the employees at HUL Goa factory have the same designation to maintain parity and encourage flexibility in work operations. With respect to the demand for boiler operators, the company has no right to give a person promotion as first class boiler operators as the inspectorate of Factories & Boilers conduct examinations and certifies persons as second class boiler operator and first class boiler operator. As regards the demands for essential service allowance, shift change allowance, canteen subsidy, discount in purchase of company product, overtime, uniform, incentive quality, safety scheme, seniority increment, family-get-together, festival advance, gratuity/medical insurance and housing loan etc. these existing allowances are adequate and does not call for any revision. It is stated that the Goa factory organizes a family get together each year on Dasara Pooja and as regards house loan Party II has contributed a hefty amount towards the formation of the Cooperative Credit Society of the employees as the initial corpus to start the society as regards revision in annual leave, casual leave, sick leave, long leave and paid holiday, the existing leaves are sufficient and do not call for revision. It is stated that demand for a three year settlement is impractical as the union itself has signed two settlements for a period of four years each and that each time, after a settlement is signed, it takes six months for the production to improve. It is stated that as the DA has increased by 122% since

April 2005 while the CPI has increased by 64% since April 2005 the rise in cost of living is more than adequately compensated for and therefore the question of payment of all demands with retrospective effect from 1-4-2009 with interest @ 15% does not arise. It is stated that the applicant union are being paid wages which are best in the region and best in the soap industry across India, besides the workmen are provided with the best environment.

7. Thus, amongst above and other grounds Party II has stated that the claim statement is devoid of any merits and deserved to be rejected with costs.

8. In the course of further proceedings which is after the application for interim relief was decided by this court and also after Party I examined 10 witness and Party II, 11 witness, the parties arrived at an amicable settlement and filed the settlement terms dated 26-12-14, at Exb. 296, reading as under:

- 1) That, it is agreed mutually the parties that the Management of M/s. Hindustan Unilever Ltd., Party II, shall give all the benefits as are given to the workmen as per settlement dated 7-11-2011 and/or as per Award dated 22-11-2011 published in the Govt. of Goa, Official Gazette Series II, No. 8 dated 24-5-2012 to the workmen in the present reference. These benefits will be paid with effect from 1-11-2011. The same shall be paid to the workmen within 30 days after adjusting the interim amount paid to the workmen as per the order of the Hon'ble High Court.
- 2) It is mutually agreed between the parties that the Management of M/s. Hindustan Unilever Ltd., Party II shall give lumpsum ex gratia payment of Rs. 77,500 to all the workmen covered under the present reference as mentioned in the said settlement and Award in view of the settlement for the period 1-4-2009 to 31-10-2011. Distribution of the said amount shall be as per the said settlement and said award. The said payment shall be based on actual physical attendance on pro rata basis.
- 3) It is mutually agreed between the parties that the Management of M/s. Hindustan Unilever Ltd., Party II, shall pay to the workmen as per the list of workmen covered under the present reference and whose names as mentioned in the Annexure A (Comprising of 193 employees) to this terms of settlement employed in the Party II Goa Unit a sum of Rs. 714/- per month as Personal Pay

(which shall attract PF as per statutory norms) with effect from 1-11-2011. This amount is agreed to be paid as one time correction and is therefore adjusted in Personal Pay on account of high cost of living in Goa. The parties agree that this will not create any precedent in any other unit of the Party No. II company. The employees who have resigned/terminated from the services, they shall be eligible for the benefits of this clause on pro rata basis till the date of their resignation/termination.

- 4) It is mutually agreed between the parties that the Management of M/s. Hindustan Unilever Ltd., Party II, shall do a one-time correction by giving the existing Rs. 0.25 neutralization over January 2001 points as against April, 2005 points. This will amount to Rs. 98/- per month and the same shall be paid to the workers covered under the present reference and whose names are mentioned in the Annexure A (Comprising of 193 employees) to this settlement with effect from 1-11-2011. The employees who have resigned/terminated from the services, they shall be eligible for the benefits of this clause on pro rata basis till the date of their resignation/termination.
- 5) It is mutually agreed between the parties that a sum of Rs. 2,500/- shall be deducted out of the total lump sum ex-gratia payment per person and will be payable towards Union contribution. The Management will pay the said amount directly to the Union Kamagarancho Ekvott, Panaji within 30 days of payment to the workmen. All workmen who are accepting this settlement should give a letter of acceptance as per Annexure B.
- 6) It is agreed between the parties that the present settlement shall not be setting any precedent in any other unit of the company and in any other Court case as the same is arrived after mutual negotiations.
- 7) The employees concerned in this settlement agree and confirm that on signing of this settlement and receipt of the payment under the settlement, they have no claim of whatsoever nature under reference Ref. No. IT/11/2011 and Ref. No. IT/51/2012 including any monetary claim against the Company, arising out of the said references. The parties have agreed to co-operate with each other for filing necessary applications for withdrawal of cases in terms of settlement pending before High Court, if any.
- 8) That, the parties hereby agree to file Joint Pursis in Ref. (IT) 11 of 2011 and Ref. (IT) 51 of 2012 to file the settlement of record and further to pray the Court to pass an Award in terms of this Memorandum of Settlement. The parties confirms that in terms of this settlement, all the claims of applicant and the non-applicant pending against each other have come to an end and the settlement is binding on all the concerned workmen.
- 9) The package and the terms of this settlement have been explained to the employees in Hindi and Konkani in the presence of Union representatives and Advocates on record and the Employees have acknowledged that they have understood the same in entirety. The parties have signed this settlement without any fraud, coercion acted or played upon them respectively and have read and understood the contents and effect of this settlement and thus shall bear their respective costs.
9. The above terms of settlement are signed by the President, Shri Subhash Naik Jorge and all the other members of Kamgarcho Ekvott Union as well as the Management representatives and their advocate Shri P. C. Chawdikar. The parties have also annexed, Annexure A and Annexure B, to which reference is made in the above terms of settlement, to the above terms.
10. I have gone through the above settlement terms which are just and fair. The above terms, in my view, are in the interest of the workers and therefore I accept the same.

In view of above the following:

#### ORDER

1. The reference stands disposed off by Consent Award in view of the consent terms filed by the parties, at Exb. 296.
2. No order as to costs.

Inform the Government accordingly

Sd/-

(BIMBA K. THALY)  
Presiding Officer  
Industrial Tribunal-  
cum-Labour Court-I

## Department of Personnel

## Order

No. 6/4/2008-PER(Vol.I)/1070

The ad hoc promotion of Shri Francisco X. L. Ferrao to Junior Scale of Goa Civil Service, is further extended for the period of one year w.e.f. 01-03-2015 to 29-02-2016 or till the promotion is made on regular basis, whichever is earlier.

This issues with the approval of GPSC conveyed vide their letter No. COM/II/11/42(5)/2012/17 dated 06-04-2015.

By order and in the name of the Governor of Goa.

*R. Aga*, Under Secretary (Personnel-II.).

Porvorim, 8th April, 2015.

## Order

No. 6/9/2009-PER (Part IV)/1211

Read: Order No. 6/9/2009-PER (Part IV) dated 16-04-2015.

In partial modification to the Order dated 16-04-2015 read in preamble, the following para shall be added:

Shri Anthony D'Souza, Joint Secretary to Deputy Chief Minister shall hold additional charge of the post of Joint Secretary (Health), in addition to his own duties and until further orders.

By order and in the name of the Governor of Goa.

*R. Aga*, Under Secretary (Personnel-II.).

Porvorim, 21st April, 2015.

## Order

No. 6/3/2011-PER(Part I)/1121

Read: 1) Order No. 6/23/2014-PER dated 30-03-2014.

2) Order No. 7/2/99-PER (PF-IV) dated 13-04-2015.

In pursuance to Order dated 13-04-2015 read in preamble (2), Shri Paresh M. Fal Desai, Assistant Commissioner of Commercial Taxes holding additional charge of Deputy Collector, Revenue, South during the training period of Shri Surendra

Naik, stands relieved of the additional charge. Shri Faldessai shall handover the charge of the said post to Shri Naveen S. L., IAS.

Consequently, Shri Surendra Naik, Deputy Collector, Revenue, South is transferred and posted as Deputy Collector (Land Acquisition), South w.e.f. 07-05-2015 thereby relieving Smt. Sangeeta Naik, Deputy Collector & DRO (South) of the additional charge.

Shri Surendra Naik shall continue to draw his salary against the post of Deputy Collector, Revenue, South.

By order and in the name of the Governor of Goa.

*R. Aga*, Under Secretary (Personnel-II.).

Porvorim, 13th April, 2015.

## Order

No. 6/4/2001-PER (Vol. I)/1214

Read: Order No. 6/23/2013-PER-Part dated 26-09-2013.

Attention is invited to Order dated 26-09-2013 read in preamble and relaxation to Clause 1(2)(2)(5) of the Goa Civil Service (Eighth Amendment) Rules, 2012 is further extended for a period of six months with effect from the date of publication of the advertisement of Junior Scale posts in the newspapers.

By order and in the name of the Governor of Goa.

*R. Aga*, Under Secretary (Personnel-II.).

Porvorim, 22nd April, 2015.

## Order

No. 7/2/99-PER(PF-IV)/1120

Shri Naveen S.L., IAS, Chief Officer, Margao Municipal Council, Margao shall hold the additional charge of the post of Dy. Collector (Revenue), South Goa District in addition to his own duties and until further orders thereby relieving Shri Surendra F. Naik, from the charge.

By order and in the name of the Governor of Goa.

*R. Aga*, Under Secretary (Personnel-I.).

Porvorim, 13th April, 2015.



**Department of Power**  
Office of the Chief Electrical Engineer

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**Order**

No. CEE/Estt-31-25-88/GPSC/Part-III(B)/Vol-III/5323

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide letter No. COM/II/11/16(1)/2014/912 dated 20-02-2015, the Government is pleased to promote the following Junior Engineers (Elec) to the post of Assistant Engineer (Elec), Group 'B', Gazetted in the pay scale PB-2 Rs. 9,300-34,800+ Grade Pay Rs. 4,600/- on regular basis, with immediate effect and to post them in the same places of posting where they are presently posted until further orders as shown below against their respective names:-

Sr. No.	Name of the Official	Present place of working	Place of posting on promotion
1	2	3	4
1.	Shri J. N. Revannaswamy	Sub-Division II, Ponda under Elec. Division X, Ponda	Sub-Division II, Ponda under Elec. Division X, Ponda.
2.	Shri V. R. Belgaonkar	O/o CEE, IPM Section, 3rd floor, Vidyut Bhavan, Panaji-Goa.	O/o CEE, IPM Section, 3rd floor, Vidyut Bhavan, Panaji-Goa.
3.	Shri Annasaheb B. Konkani	Sub-Division II, under Division VII, Curchorem	Sub-Division II, under Division VII, Curchorem.
4.	Shri Umesh S. Shirodkar	Sub-Division II, under Division V, Bicholim	Sub-Division II, under Division V, Bicholim.
5.	Shri Mario J. Furtado	O/o the Executive Engineer, Division VIII (MRT), Margao	O/o the Executive Engineer, Division VIII (MRT), Margao.
6.	Shri Campan H.	O/o the Superintending Engineer, Circle II (N), Panaji	O/o the Superintending Engineer, Circle II (N), Panaji.
7.	Shri Wilfred Vas	O/o Executive Engineer, AE (T), Division II (S&W), Margao	O/o Executive Engineer, AE (T), Division II (S&W), Margao.
8.	Shri Rajendra G. Sawant	Sub-Division VI, under Division IV, Margao	Sub-Division VI, under Division IV, Margao.
9.	Shri Paulito John Viegas	Sub-Division IV, under Division XVI, Margao	Sub-Division IV, under Division XVI, Margao.
10.	Shri Diogo J. Coutinho	O/o Executive Engineer, Division VIII (MRT), Margao	O/o Executive Engineer, Division VIII (MRT), Margao.
11.	Shri Pradip K. Narvenkar	Sub-Division III (Bambolim) under Division I, Panaji	Sub-Division III (Bambolim) under Division I, Panaji.
12.	Shri Shivshankar G. Dessai	Sub-Division I, under Division XII, Xeldem	Sub-Division I, under Division XII, Xeldem.
13.	Shri Sandip Dessai	O/o CEE, Planning Section, 3rd floor, Vidyut Bhavan, Panaji-Goa	O/o CEE, Planning Section, 3rd floor, Vidyut Bhavan, Panaji-Goa.
14.	Shri Noel A. Ivo Carvalho	Sub-Division IV (Taleigao) under Division I, Panaji	Sub-Division IV (Taleigao) under Division I, Panaji.
15.	Shri Vallabh Madhukar Samant	Sub-Division II, under Division X, Ponda	Sub-Division II, under Division X, Ponda.
16.	Shri Suhas Manohar Dessai	Sub-Station (Amona) under Division IX, Tivim	Sub-Station (Amona) under Division IX, Tivim.

1	2	3	4
17.	Shri Subhash Raghoba Dessai	O/o Executive Engineer, Division VII, Curchorem	O/o Executive Engineer, Division VII, Curchorem.
18.	Shri Sharad Shankar Chodankar	O/o Executive Engineer, AE (T), Division VI, Mapusa	O/o Executive Engineer, AE (T), Division VI, Mapusa.
19.	Shri Pascoal Jose Alvares	O/o CEE, Planning Section, 3rd floor, Vidyut Bhavan, Panaji-Goa	O/o CEE, Planning Section, 3rd floor, Vidyut Bhavan, Panaji-Goa.
20.	Shri Rajiv R. Samant	O/o Executive Engineer, Division III, Ponda.	O/o Executive Engineer, Division III, Ponda.
21.	Smt. Shivani G. Sardessai	O/o CEE Commercial Section, 3rd floor, Vidyut Bhavan, Panaji-Goa	O/o CEE, Commercial Section, 3rd floor, Vidyut Bhavan, Panaji-Goa.
22.	Shri Sanjay Pai Angle	Sub-Division VI, under Division IV, Margao	Sub-Division VI, under Division IV, Margao.
23.	Shri Ramchandra R. Mudras	O/o Executive Engineer, AE (T), Division V, Bicholim & Addl. Charge of AE(T)	O/o Executive Engineer, AE (T), Division V, Bicholim & Addl. Charge of AE(T).
24.	Shri Rajeev D. Naik	O/o CEE, Planning Section, 3rd floor, Vidyut Bhavan, Panaji-Goa	O/o CEE, Planning Section, 3rd floor, Vidyut Bhavan, Panaji-Goa.
25.	Shri Sujit Vasantrao Kurwale	Sub-Station (Shift Duty) under Division XII, Xeldem	Sub-Station (Shift Duty) under Division XII, Xeldem.
26.	Shri Vijaykumar A. Wadikanawar	Sub-Station (Shift Duty) under Division III, Curti-Ponda	Sub-Station (Shift Duty) under Division III, Curti-Ponda.
27.	Shri Tayyab Jaffar Sayed	O/o CEE, Store Verification Unit, Vidyut Bhavan, Panaji	O/o CEE, Store Verification Unit, Vidyut Bhavan, Panaji.
28.	Shri Bharathan P. P.	O/o Executive Engineer, Division VII, Curchorem	O/o Executive Engineer, Division VII, Curchorem.
29.	Shri Sasi K. M.	O/o Executive Engineer, Division VII, Curchorem	O/o Executive Engineer, Division VII, Curchorem.
30.	Shri Dinesh M. Mahale	Sub-Division II, under Division IV, Margao	Sub-Division II, under Division IV, Margao.
31.	Shri K. Chandramouli	Sub-Division I (Corlim) under Division I, Panaji	Sub-Division I (Corlim) under Division I, Panaji.
32.	Shri C. R. Nair Prassannakumar	O/o Executive Engineer, Division III, Curti-Ponda	O/o Executive Engineer, Division III, Curti-Ponda.
33.	Shri Sattarkhan Babakhan	Sub-Station (Shift Duty) under Division III, Curti-Ponda	Sub-Station (Shift Duty) under Division III, Curti-Ponda.
34.	Shri K. C. Anilkumar	Sub-Division II (Porvorim), under Division VI, Mapusa & Addl. Charge of AE (Com), Mapusa	Sub-Division II (Porvorim), under Division VI, Mapusa & Addl. Charge of AE (Com), Mapusa.
35.	Shri Abdul R. Shaikh	O/o Executive Engineer, Division I, Panaji	O/o Executive Engineer, Division I, Panaji.
36.	Shri Mahexa Cambli	Sub-Division I, Corlim, under Division I, Panaji	Sub-Division I, Corlim, under Division I, Panaji.

1	2	3	4
37.	Shri P. S. Acharia	Sub-Division III, Amona, under Division XIII, Kadamba Plateau	Sub-Division III, Amona, under Division XIII, Kadamba Plateau.
38.	Shri Kishor D. Honnavarkar	O/o the Superintending Engineer, Circle II(N), Panaji	O/o the Superintending Engineer, Circle II(N), Panaji.
39.	Shri A. M. Mulla	Sub-Division I, under Division VIII, Margao	Sub-Division I, under Division VIII, Margao.
40.	Shri B. H. Menasagi	O/o Executive Engineer, Division XII, Xeldem	O/o Executive Engineer, Division XII, Xeldem.
41.	Shri Uday K. Rivonkar	Sub-Division III, under Division VII, Curchorem	Sub-Division III, under Division VII, Curchorem.
42.	Shri Shashikant B. Halgekar	Sub-Division I, under Division IV, Margao	Sub-Division I, under Division IV, Margao.
43.	Shri Ghanasham A. Naik	O/o Executive Engineer, Division X, Ponda	O/o Executive Engineer, Division X, Ponda.
44.	Shri Saudagar S. Hussain	Division IX, Thivim	Division IX, Thivim.
45.	Shri Raju S. Yarnal	O/o Executive Engineer, Division III, Curti-Ponda	O/o Executive Engineer, Division III, Curti-Ponda.
46.	Shri Mohamed K. S. Mujawar	O/o the Superintending Engineer, Circle I(S), Margao	O/o the Superintending Engineer, Circle I(S), Margao.
47.	Shri Babu M. Naik	O/o Executive Engineer, Division IV, Margao	O/o Executive Engineer, Division IV, Margao.
48.	Shri Vijay S. Bandikatte	O/o the Superintending Engineer, Circle I(S), Margao	O/o the Superintending Engineer, Circle I(S), Margao.
49.	Shri George L. Coutinho	Sub-Division III, under Division XVI, Margao	Sub-Division III, under Division XVI, Margao.
50.	Shri Jagdish J. Nagvenkar	Sub-Division III (Commercial), under Division X, Ponda	Sub-Division III (Commercial), under Division X, Ponda.
51.	Shri Gururaz V. Joshi	O/o Executive Engineer, Division VII, Curchorem	O/o Executive Engineer, Division VII, Curchorem.
52.	Shri Prakash B. Renake	Sub-Station (Shift Duty) under Division III, Curti-Ponda	Sub-Station (Shift Duty) under Division III, Curti-Ponda.
53.	Shri M. A. Kanabur	O/o Executive Engineer, Division III, Curti-Ponda	O/o Executive Engineer, Division III, Curti-Ponda.
54.	Shri P. V. Gangadharan	O/o Executive Engineer, Division X, Ponda	O/o Executive Engineer, Division X, Ponda.
55.	Shri Jaypal M. Bidaralli	Division XII, Xeldem	Division XII, Xeldem.
56.	Shri Mohan V. Vernekar	O/o the Superintending Engineer, Circle I(S), Margao	O/o the Superintending Engineer, Circle I(S), Margao.
57.	Shri Canuto Godinho	O/o Executive Engineer, AE(T), Division XIV, Verna & Addl. Charge Sub-Division III(Commercial), under Division XIV, Verna	O/o Executive Engineer, AE(T), Division XIV, Verna & Addl. Charge Sub-Division III(Commercial), under Division XIV, Verna.
58.	Shri Sandeep Borkar	Sub-Division I under Division IV, Margao	Sub-Division I under Division IV, Margao.

1	2	3	4
59.	Shri R. V. Gaonkar	O/o Executive Engineer, Division V, Bicholim	O/o Executive Engineer, Division V, Bicholim.
60.	Shri R. K. Kulkarni	O/o Executive Engineer, Division XI, Vasco	O/o Executive Engineer, Division XI, Vasco.
61.	Shri Robert L. Noronha	Sub-Division III, under Division II (S &W), Margao	Sub-Division III, under Division II (S &W), Margao.
62.	Shri Ivo Dias	O/o Executive Engineer, AE(T), Division VI, Mapusa	O/o Executive Engineer, AE(T), Division VI, Mapusa.
63.	Shri Avelino J. F. Rodrigues	Sub-Division II, under Division XVII, Mapusa	Sub-Division II, under Division VII, Mapusa.
64.	Shri Santosh S. Sawant	Sub-Division II, under Division XI, Vasco	Sub-Division II, under Division XI, Vasco.
65.	Shri Suresh Jana Naik	O/o Executive Engineer, AE(T), Division X, Ponda	O/o Executive Engineer, AE(T), Division X, Ponda.
66.	Shri Denis F. C. Rodrigues	O/o Executive Engineer, Division VI, Mapusa	O/o Executive Engineer, Division VI, Mapusa.
67.	Shri Subhash V. Parsekar	Sub-Division I, under Division XVII, Mapusa	Sub-Division I, under Division XVII, Mapusa.
68.	Shri Edwin F. Miranda	O/o Executive Engineer, AE(T), Division I, Panaji	O/o Executive Engineer, AE(T), Division I, Panaji.
69.	Shri Carlos P. Fernandes	O/o Executive Engineer, Division IV, Margao	O/o Executive Engineer, Division IV, Margao.
70.	Shri Sudan D. S. Kunkolkar	Sub-Station (Shift Duty), Division III, Curti-Ponda	Sub-Station (Shift Duty), Division III, Curti-Ponda.
71.	Shri Camilo Colaco	Sub-Division I, under Division XI, Vasco	Sub-Division I, under Division XI, Vasco.
72.	Shri Ashish P. Rajput	O/o Executive Engineer, AE(T), Division VI, Mapusa	O/o Executive Engineer, AE(T), Division VI, Mapusa.
73.	Shri William Jose Barreto	Sub-Division III, under Division VI, Mapusa	Sub-Division III, under Division VI, Mapusa.
74.	Shri Ramdas Y. Salelkar (ST)	Sub-Division II, under Division V, Bicholim	Sub-Division III, under Division V, Bicholim.
75.	Shri Santana Custodio Silva (ST)	220/33 KV Sub-Station (Cuncolim) under Division XII, Xeldem	220/33 KV Sub-Station (Cuncolim) under Division XII, Xeldem.
76.	Shri Uday Chandra Kudalkar (SC)	Sub-Station (Shift Duty) under Division III, Curti-Ponda	Sub-Station (Shift Duty) under Division III, Curti-Ponda.
77.	Shri Ramesh Ramanata Umrascar (SC)	O/o Executive Engineer, AE(T), Division XIII, Kadamba Plateau	O/o Executive Engineer, AE(T), Division XIII, Kadamba Plateau.
78.	Shri Shashikant Krishna Gaude (ST)	O/o Executive Engineer, AE(T), Division XIII, Kadamba Plateau	O/o Executive Engineer, AE(T), Division XIII, Kadamba Plateau.
79.	Shri Pradip Mangaldas Naik (PH)	Construction Sub-Division under Division III, Curti-Ponda	Construction Sub-Division under Division III, Curti-Ponda.
80.	Shri Gangu Rama Kutticar (ST)	Sub-Division IV (AE Com), Taleigao under Division I, Panaji	Sub-Division IV (AE Com), Taleigao under Division I, Panaji.



2. The above promotion is further subject to the decision of Writ Petition No. 792/2008 (and not 742/2008) filed by Shri Ramdas Yesso Salelkar and 7 others before the Hon'ble High Court of Bombay at Goa.

3. The promotee Officers shall be on probation for a period of two years. They should exercise an option for fixation of pay under F. R-22 (1) (a) (i) within one month from the date of promotion.

By order and in the name of the Governor of Goa.

*Lekshmanan S.*, Chief Electrical Engineer & ex officio Addl. Secretary.

Panaji, 31st March, 2015.



## Department of Public Assistance (Provedoria)

Institute of Public Assistance

### Notification

No. 2-3-96-Prov./Part/213

Read: 1) Notification No. 2-3-96/2011-12/-Prov./1566 dated 05-09-2012.

2) Notification No. 2-3-96/2011-12/-Prov./4163 dated 11-03-2015.

Shri Govind Babu Korgaonkar has been re-appointed as a member of the Council of Provedoria and shall hold office during the pleasure of the Government. He shall be paid allowances for each day of sitting of the Council from the funds of Provedoria at the rate admissible to Class-I Officers of the Government.

By order and in the name of the Governor of Goa.

*Pawan K. Sain*, Secretary (Provedoria).

Panaji, 27th April, 2015.



## Department of Public Works

Office of the Principal Chief Engineer

### Order

No. 34/3/2015/PCE-PWD-ADM(II)/20

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/11/12/36(4)/2014/897 dated 09-02-2015, Government is pleased to declare the following Assistant Engineers/Assistant Surveyor of Works/Engineering Assistants (Mechanical/Electrical) in the Public Works Department, as having completed satisfactorily their probation period of two years shown against their names below:

Sl. No.	Name of the Officer	Date of probation period completed
1	2	3
1.	Shri Bharat R. Naik (Elec.)	19-11-1998 to 18-11-2000.

1	2	3
2.	Shri R. A. C. Barreto (Elec.)	19-11-1998 to 18-11-2000.
3.	Shri Anthony J. D. Fernandes (Elec.)	30-08-2000 to 29-08-2002.
4.	Shri Ajit Vassant Mhambre (Mech.)	04-08-2003 to 03-08-2005.
5.	Shri Caridade P. M. Fernandes (Elect.)	04-08-2003 to 03-08-2005.
6.	Shri Subhash D. Parab (Mech.)	04-08-2003 to 03-08-2005.
7.	Shri Anant P. Gaonkar (Mech.)	04-08-2003 to 03-08-2005.
8.	Shri Vivek M. Sardessai (Elect.)	04-08-2003 to 03-08-2005.
9.	Shri C. Radhakrishnan (Elect.)	04-08-2003 to 03-08-2005.

By order and in the name of the Governor of Goa.

*D. J. S. Borker*, Principal Chief Engineer & ex officio Addl. Secretary (PWD).

Panaji, 13th April, 2015.



### Order

No. 34/4/2015/PCE-PWD-ADM(II)/14

Government is pleased to promote Shri S. R. Paranjape, Superintending Engineer (Civil) on ad hoc basis to the post of Chief Engineer in Public Works Department, Group 'A', Gazetted in the pay band 4 Rs. 37,400-67,000+ G.P. Rs. 10,000/- with immediate effect and post him as Chief Engineer-II, PWD, Altinho, Panaji.

The above Officer shall, however, continue to hold the additional charge of both the posts of Superintending Engineer, Circle Office V(PHE) and Superintending Engineer, Circle Office VI(PHE), PWD, Altinho, Panaji, until further orders.

The above ad hoc promotion will not bestow on the promoted officer any claim for regular promotion nor the service rendered on ad hoc

basis in the grade will be counted for the purpose of seniority in that grade for eligibility for promotion to the next higher grade.

His pay shall be fixed at the minimum of PB—4 Rs. 37,400-67,000+ G.P. Rs. 10,000/- in relaxation of Government of India Order (2) below FR-35.

By order and in the name of the Governor of Goa.

*D. J. S. Borker*, Principal Chief Engineer & ex officio Addl. Secretary (PWD).

Panaji, 10th April, 2015.



## Department of Sports and Youth Affairs

Directorate of Sports and Youth Affairs

### Order

No. 8/1/2009/Ad hoc-Prom/Adm/DSYA (P.F.)/269  
Read: Government Order No. 8/1/2009/Ad hoc-Prom/Adm/DSYA (P.F.)/2862 dated 21-10-2014.

On the recommendation of the Goa Public Service Commission, vide their letter No. COM/II/11/45(1)/2014/83 dated 15-04-2015 post-facto sanction of the Government is hereby conveyed for extension of the ad hoc promotion to Smt. Juliana Gurjao e Colaco, Dy. Director (Sports & Youth Affairs) for the period of three months w.e.f. 28-03-2015 to 30-06-2015.

By order and in the name of the Governor of Goa.

*Y. B. Tavde*, Director & ex officio Addl. Secretary (Sports & Youth Affairs).

Panaji, 21st April, 2015.



## Department of Tribal Welfare

Directorate of Tribal Welfare

### Order

No. 1-151-2015-16/ADMN/DTW/163

Read: Order No. 1-151-2013/RTI/DTW/1772 dated 2-8-2012.

In partial modification to the order cited above, wherein the Asst. Public Information Officer of Tribal Welfare designated as Jr. Steno may be read as Sr. Stenographer with immediate effect and until further order.

Sr. No.	Name & designation of Officer	Designated as	Contact No.
1.	Smt. Sunita Naik Gaonkar, Sr. Stenographer	Asst. Public Information Officer (APIO)	2438024 (Office) 9764923781

*Sandhya Kamat*, Director (Tribal Welfare).

Panaji, 7th April, 2015.



## Department of Water Resources

Office of the Chief Engineer

### Order

No. 3/25-15/90/WR/23

Read: Government Order No. 3/25-15/90/WR/1023 dated 13-2-2009.

Government is pleased to extend the ad hoc promotion of Shri M. P. Hudedagaddi, Executive Engineer in Water Resources Department promoted vide Government Order referred above, for the period of six months from 17-12-2014 to 16-06-2015 or till the posts are filled on regular basis, whichever is earlier, on the same terms and conditions as stipulated in the aforesaid order.

This is issued with the approval of Goa Public Service Commission conveyed vide his letter No. COM/II/11/27(2)/2014/16 dated 06-04-2015.

By order and in the name of the Governor of Goa.

*S. T. Nadkarni*, Chief Engineer & ex officio Addl. Secretary (W.R.).

Porvorim, 10th April, 2015.

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